

# KNME

**-TV 5/DT 35-**

The University of New Mexico  
1130 University Blvd. NE  
Albuquerque, New Mexico 87131-0001  
(505) 277-2121

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FCC POST FILING LICENSE RENEWAL  
ANNOUNCEMENTS FOR KNME-TV CH. 5

1993 - 2006

KNME Channel 5

Report date: 11/03/2008  
Log Performance Report  
Report time: 11:39:54  
08/16/2006

Page: 1

From: 06/01/2006 To:

Video Source	CART	Title	
Available	Notes		
Audio Source	Tape/Cut	Type	Sub-Title
From/To	DAYS		Length
KN-68/27		MI	FCC: POST FILING ANNOUNCEMENT 1:00
06/01/06	SMTWTFS		01:00:00
KN-68/27	0068/27		
08/16/06	YYYYYYY		

Thu	06/01/2006	at 18:28:14	for 00:01:00:00	KNME
Fri	06/16/2006	at 18:58:04	for 00:01:00:00	KNME
Sat	07/15/2006	at 17:58:40	for 00:01:00:00	KNME
Sun	07/16/2006	at 18:28:26	for 00:01:00:00	KNME
Tue	08/01/2006	at 19:57:35	for 00:01:00:00	KNME
Wed	08/16/2006	at 18:28:16	for 00:01:00:00	KNME

This item appeared 6 times between 06/01/2006 and 08/16/2006.

## Dorothy Crawford

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**From:** Kathy Burnett [kburnett@knme.org]  
**Sent:** Monday, July 03, 2006 1:31 PM  
**To:** Dorothy Crawford  
**Subject:** FCC spot

On July 1 the Post Filing announcement ran at 17:26:34 I put this in by hand so I won't have a print out sheet for you Sorry

Kathy Burnett  
Mgr of TV Broadcast Programming  
KNME/KNMED/KNME-DT  
(505) 277-1246  
Fax: (505) 277-2191

## Dorothy Crawford

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**From:** Kathy Burnett [kburnett@knme.org]  
**Sent:** Tuesday, May 30, 2006 3:36 PM  
**To:** cdavis@knme.org  
**Cc:** Dcrawford@knme.org  
**Subject:** FYI: Post Filing Annc.

Just to let you know the POST FILING ANNC. will start on Thursday June 1.

Kathy Burnett  
Mgr of TV Broadcast Programming  
KNME/KNMED/KNME-DT  
(505) 277-1246  
Fax: (505) 277-2191



## STATE OF NEW MEXICO

County of Bernalillo

SS

Bill Tafoya, being duly sworn, declares and says that he is Classified Advertising Manager of **The Albuquerque Journal**, and that this newspaper is duly qualified to publish legal notices or advertisements within the meaning of Section 3, Chapter 167, Session Laws of 1937, and that payment therefore has been made of assessed as court cost; that the notice, copy of which is hereto attached, was published in said paper in the regular daily edition, for

1 times, the first publication being on the 2 day of June, 2006, and the subsequent consecutive publications on \_\_\_\_\_, 20\_\_\_\_.

Sworn and subscribed to before me, a Notary Public, in and for the County of Bernalillo and State of New Mexico this

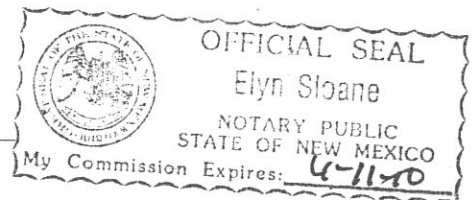
2 day of June of 2006

PRICE \$125.54

Statement to come at end of month.

ACCOUNT NUMBER C.82664

CLA-22-A (R-1/93)



## PUBLIC NOTICE

On June 1st, 2006, the Regents of The University of New Mexico & The Board of Education of the City of Albuquerque, New Mexico, filed an application with the Federal Communications Commission in Washington D.C. for renewal of the license for TV Translator Stations (See table below). The stations rebroadcast the programming of KNME-TV, Albuquerque, New Mexico. Individuals who wish to advise the FCC of facts relating to the renewal application and to whether this station has operated in the public interest may file comments and petitions with the FCC, Washington, D.C. 20554.

Call Sign	City & State	Location	Channel #	ERP in Kilowatts
K3JFK	Angel Fire, NM	Baldy Mtn.	33	3.46KW
K3BDA	Aztec, NM	Aztec Hill	38	0.13KW
K33GC	Capulin/DosMontes, NM	Sierra Grande	33	0.968KW
K22FN	White Oaks/Carrizozo, NM	Chupadera Mesa	22	2.09KW
K34FD	Chama, NM	Rabbit Peak	34	1.23KW
K28CF	Cimarron, NM	Green Mtn.	28	10.77KW
K18HR	Cortez Dam, NM	Mesa Rica	18	0.113KW
K24HF	Cuba, NM	Eureka Mesa	34	0.647KW
K43AI	Farmington, NM	South Bluffs	43	8.43KW
K40FI	Farmington, Etc., NM	Huerfano Mesa	40	0.202KW
K31HB	Gallina, NM	Mesa Garlie	31	0.982KW
K23FE	Gallup, NM	Cerro Peak	23	1.04KW
K33GA	Grants, NM	Cerrito Peak	33	1.278KW
K33FL	Las Vegas, NM	Port Chop Hill	33	1.23KW
K31EO	Mora, NM	Mora Hill	31	1.029KW
K44CZ	Penasco, NM	Picuris Mtns.	44	3.54KW
K31FX	Pie Town, NM	Davenport Lookout	31	0.148KW
K15FS	Quemado, NM	Quemado	15	0.159KW
K20CV	Raton, NM	Eagle Tail Mtn.	20	1.029KW
K15EV	Red River, NM	Red River Pass	15	0.042KW
K34FO	Roy/Mosquero, NM	Roy	34	1.139KW
K30FP	Santa Rosa, NM	Santa Rosa	30	0.899KW
K33BN	Taos, NM	Canon Canyon	33	0.63KW
K49IL	Tecolote, NM	Apache Mesa	49	0.835KW
K36FD	Theriot, NM	Mt. Powell	36	1.22KW
K28GV	Tres Piedras, NM	San Antonio Mtn.	28	0.994KW
K36FO	Wagon Mound, NM	Wagon Mound Mesa	36	0.067KW

June 2, 2006

**KNME**  
TV 5/DT 35

**\*\*\* Proof \*\*\***  
**Albuquerque Publishing Company**  
**7777 Jefferson NE**  
**Albuquerque, NM 87109**  
**(505)823-7777**

**Account Information**

**Phone:** (505) 256-9224  
**Name:** SCHEINER, WAYNE & CO  
**Account #:** C82664  
**Address:** PO BOX 8254  
  
ALBUQUERQUE, NM 87198  
**Client:**  
**Placed by:**  
**Fax #:**

**Ad Information**

**Classification:** -  
**Start date:** 06-05-06  
**Stop date:**  
**Insertions:**  
**Rate code:**  
**Publications:**  
**Size:** 1 x  
**Billed size:** 0.00 Inches  
**Ad #:** 2972772  
**Ad type:** Liner Ad

**Ad Cost:** \$ 0.00  
**Tax @ 6.7500%:** \$  
**Tax @ 7.3125%:** \$  
**Tax @ 7.6250%:** \$  
**Total:** \$ 0.00

Ad Copy:

KNME Channel 5

Report date: 06/06/2006

Report time: 10:37:05

From: 06/01/2006 To: 06/01/2006

Log Performance Report

Page: 1

Video Source	CART	Title	Available	Notes		
Audio Source	Tape/Cut	Type	Sub-Title	Length	From/To	DAYS
KN-68/27		MI	FCC: POST FILING ANNOUNCEMENT 1:00	01:00:00	06/01/06	SMTWTFS
KN-68/27	0068/27				08/16/06	YYYYYYY

Thu 06/01/2006 at 18:28:14 for 00:01:00:00 KNME

This item appeared 1 time between 06/01/2006 and 06/01/2006.

Request num-

FINANCIAL/ SOURCES SOFTWARE PUBLIC SCHOOL ADMINISTRATION

the REQUEST are available by the website at Friday, May 26, 2006. Request For and carried or asing Manager, to Rancho, NM For Proposals, labeled PROPOSAL D FINANCIAL/ SOURCES SOFTWARE R PUBLIC ADMINISTRATION. PROPOSAL will ater than 2:00 esday, June 6,

be cancelled or EST FOR PRO, whole or in by the Board of the best interest Public Schools.

education Public Schools President June 4, 2006



be received by nical Vocational ing Department 525 Buena Vis- e, NM 87106 for

ISCO Network- y (Related) ved until June 0 PM local time (T).

ed to pick up the e referenced ad- d it from the TVI web site at tvi.cc.nm.us/ or by calling

er 2006

CIAL RT COURT DIVISION RRANCE MEXICO

722-JQ 05-000-06

MEXICO,

UTH AND RTMENT

Child,

NER A/K/A ER, Respondent.

CE OF / OF ACTION

THE D RESPONDENT: RUNER A/K/A OR OHLER

by notified that an e/Neglect Petition for Termination of s have been filed the said Court and State of New Mexi- ne State of New ed an Amended Petition and a Mo-

Reed Construction Data 3351 Candelaria N.E. Albuquerque, NM 87107

Bid security in an amount of not less than five percent of the total amount of the bid submitted is required of each bidder. An acceptable Bidder's Bond or Cashier's Check must accompany each bid as a guarantee that, if awarded the contract, the bidder will enter into a contract promptly and execute the required Contract Documents.

The successful bidder's security will be retained until they have signed the contract and furnished the required payment and performance bonds. The University of New Mexico reserves the right to retain the security of the next two lowest bidders until the lowest bidder enters into a contract or until thirty (30) days after the bid opening, whichever is shorter. All other bid security will be returned within three (3) days of the bid opening. If any bidder refuses to enter into a contract, The University of New Mexico will retain their bid security as liquidated damages.

Bidders are advised that the specifications of the Project Manual require that minimum wages be paid various classes of laborers, craftspeople and mechanics, based upon wages determined by all applicable City, State and/or Federal Wage Decisions as stipulated within this Project Manual. If rates stipulated conflict, whichever is higher will prevail.

Bidders are also advised that a liquidated damages clause is included in the Contract, as called for in the Instructions to Bidders.

No bidder may withdraw their bid within thirty (30) days after the actual date of opening thereof.

The Regents of The University of New Mexico reserve the right to reject any or all bids and to waive any or all formalities.

#### THE REGENTS OF THE UNIVERSITY OF NEW MEXICO

Additional information: Construction may not begin before June 26, 2006 Construction must be completed before September 8, 2006 Office of the Project Engineer:

Jeff Mortensen and Associates, Inc. 6010 Midway Park Blvd. NE Albuquerque, NM 87109 345-4250 Journal: June 2, 9, 2006

SOUTHERN UTE INDIAN TRIBE REQUEST FOR PROPOSAL CONTRACTOR SERVICES TO PERFORM THE INSTALLATION OF LAKE CAPOTE CAMPGROUND WATERLINE

Owner: Southern Ute Indian Tribe Construction & Project Management Dept. P.O. Box 737 116 Mouache Drive Ignacio, Colorado 81137 970-563-0138 Contact: Sandra Stiles

Separate sealed bids for contractor services for the installation of a waterline at Lake Capote Dam Campground Facilities for the Southern Ute Indian Tribe, Ignacio, Colorado, will be received by the Southern Ute Indian Tribe's Construction and Project Management Department located at 116 Mouache Drive, Ignacio, Colorado 81137 until 3:00 p.m. Wednesday, June 7, 2006. Bids received after this time will not be accepted and will be returned unopened.

The overall project concept is to replace the existing waterline that runs from the water holding tank down to the campground laundry

and Gaming Division Office, Cerrillos Road, 2nd Floor. s may also be requested via email at www.agdrules.hearing @state.nm.us, or via U.S. mail at Alcohol and Gaming Division, P.O. Box 25101, Santa Fe, NM 87504-5101. The proposed rules may also be downloaded at www.rld.state.nm.us/agd.

Anyone wishing to present their views on the proposed amendments may appear in person at the hearing, or may send written comments to the Alcohol and Gaming Division. All written comments must be received by 5:00 p.m., Monday July 10, 2006 for consideration by the Alcohol and Gaming Division Director.

Individuals with a disability who wish to attend the rule hearing and are in need of reasonable accommodations should contact Annette Rodriguez at (505) 476-4548 no later than June 30, 2006. Journal: June 2, 8, 15, 22, 2006

#### Legals NOTICE OF PUBLIC SALE

Notice is hereby given that on June 14, 2006, A Team Auctioneers, Executive Administrator for STORAGE USA, will be offering for sale under the Judicial Lien process, by public auction, the following storage units. The terms of the sale will be cash only. STORAGE USA reserves the right to refuse any and all bids. The sales will be at the following locations, listed in order, and will begin at 9:30a.m. and continue day by day until all units are sold.

\*STORAGE USA-#495 - 875 W San Mateo Rd, Santa Fe, NM 87501 A37 Erik Sverre PO Box 8553 Santa Fe NM 87501 Household Items C52 Laura L Hill 2534 Camino

Household goods, tools, auto parts 1, 1, 1 Stor-It Mini Storage at 10101 Snowheights Blvd. NE, Albuquerque, NM 87112, will on June 20, 2006, sell at Public Sale to the highest bidder, or otherwise dispose of the complete contents of the storage units listed below. Time of sale will be 10:00 am. The purchaser is to remove everything from the premises within 24 hours from the time of the sale. Any of the units listed may be withdrawn from the sale up to the sale time. Payment is to be cash only. Unit #, name, last known address and a brief description is listed below. U-STOR-IT RESERVES THE RIGHT TO REJECT ANY OR ALL BIDS AND TO WITHDRAW A UNIT FROM AUCTION.

\*STORAGE USA-#703 - 9831 MONTGOMERY NE- ALB, NM 87111 NONE

\*STORAGE USA-#113 - 11820 LOMAS NE, ALB, NM 87112

88 Mike R Martinez 1608 Maxine NE ABQ NM 87112 Household Goods

103 Scott A Weirde 11424 Faye St NE ABQ NM 87112 Household Goods

251 Michael L Neely 719 Glacier Bay ABQ NM 87123 Boxes and a bed

258 Kenneth E Robinson 11908 Lombard NE ABQ NM 87123 Clothing, TV, Misc

270 Beverly A Hirsch 920 Louisiana Blvd SE #49 ABQ NM 87109 Household Items

304 Calvin J Jackson 2 Filliberto LN SE ABQ NM 87108 Household goods

304 Calvin J Jackson 2 Filliberto LN SE ABQ NM 87108 Household goods

\*STORAGE USA-#534 - 11930 CENTRAL SE, ALB, NM 87123 C9 Daniel M Alvarado 628 Alcazar ABQ NM 87108 Beds, tables, kitchenware, clothes, lamps, entertainment center

A79 Dean J Gibson 501 Wisconsin NE 1A ABQ NM 87108 Household Items

C11 Contessa L Rogers 536 Palomas Dr NE Apt D ABQ NM 87108 Household

C42 Jimmy J Garces 13500 Skyline Rd Apt 229 ABQ NM 87123 Household

Stor-It on Law H.B. #273, July 1, 1, 1 Stor-It Mini Storage at 10101 Snowheights Blvd. NE, Albuquerque, NM 87112, will on June 20, 2006, sell at Public Sale to the highest bidder, or otherwise dispose of the complete contents of the storage units listed below. Time of sale will be 10:00 am. The purchaser is to remove everything from the premises within 24 hours from the time of the sale. Any of the units listed may be withdrawn from the sale up to the sale time. Payment is to be cash only. Unit #, name, last known address and a brief description is listed below. U-STOR-IT RESERVES THE RIGHT TO REJECT ANY OR ALL BIDS AND TO WITHDRAW A UNIT FROM AUCTION.

Denise Delong C72 10152 Menaul Blvd #R-12 Albuquerque, NM 87112 TV, Boxes, Chair, Speakers

MT Inc E419 10312 McKnight NE Albuquerque, NM 87112 Paint cans, saw horses, carpet shampooer, lawn mower, wheelbarrow, yard tools

Joseph Neer C85 9028 Indigo Sky Trail Albuquerque, NM 87121 Boxes, shelving, furniture, tires

Rachel Ponder C66 500 Tyler NE SP-8 Albuquerque, NM 87113 Tool box, bass box for car, toys

Theresa Shivers B19 9844 Luna Circle D101 Naples, FL 34109-0000 Boxes

Patrick Romero B115 8100 Barstow St. NE #2101 Albuquerque, NM 87122

## PUBLIC NOTICE

On June 1st, 2006, the Regents of The University of New Mexico & The Board of Education of the City of Albuquerque, New Mexico, filed an application with the Federal Communications Commission in Washington D.C. for renewal of the license for TV Translator Stations (See table below). The stations rebroadcast the programming of KNME-TV, Albuquerque, New Mexico. Individuals who wish to advise the FCC of facts relating to the renewal application and to whether this station has operated in the public interest may file comments and petitions with the FCC, Washington, D.C. 20554.

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K40FI	Farmington, Etc., NM	Huerfano Mesa	40	0.202KW
K31HB	Gallina, NM	Mesa Gurule	31	0.582kw
K23FE	Gallup, NM	Gibson Peak	23	1.04KW
K39GA	Grants, NM	Cerrito Peak	33	1.278KW
K33FL	Las Vegas, NM	Pork Chop Hill	33	1.23KW
K31EO	Mora, NM	Mora Hill	31	1.029KW
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K15FS	Quemado, NM	Quemado	15	0.159KW
K20CV	Raton, NM	Eagle Tail Mtn.	20	1.029KW
K15FV	Red River, NM	Red River Pass	15	0.042KW
K34FQ	Roy/Mosquero, NM	Roy	34	1.139KW
K30FP	Santa Rosa, NM	Santa Rosa	30	0.899KW
K33BN	Taos, NM	Canon Canyon	33	0.62KW
K49IL	Tecolote, NM	Apache Mesa	49	0.825KW
K36FD	Thoreau, NM	Mt. Powell	36	1.22KW
K28GV	Tres Piedras, NM	San Antonio Mtn.	28	0.994KW
K36FQ	Wagon Mound, NM	Wagon Mound Mesa	36	0.067KW



June 2, 2006

**STATEMENT CONCERNING BROADCAST OF  
PRE-FILING AND POST-FILING ANNOUNCEMENTS**

In compliance with Section 73.3580 of the Rules and Regulations of the Federal Communications Commission, the Regents of the University of New Mexico and the Board of Education of the City of Albuquerque, New Mexico, licensee of Television Station KNME-TV, Albuquerque, New Mexico, have broadcast pre-filing and post-filing announcements concerning the filing of the station's license renewal application on the dates and at the times indicated below.

Pre-filing announcements were broadcast as follows:

<u>Date</u>	<u>Time of Broadcast</u>
April 1, 2006	18:59:50
April 16, 2006	18:57:28
May 1, 2006	18:58:35
May 16, 2006	18:57:24

Post-filing announcements were broadcast as follows:

<u>Date</u>	<u>Time of Broadcast</u>
June 1, 2006	
June 16, 2006	
July 1, 2006	
July 16, 2006	
August 1, 2006	
August 16, 2006	

The texts of the pre-filing and post-filing announcements are attached.

Date: \_\_\_\_\_

By: \_\_\_\_\_

Office: \_\_\_\_\_

KNME Channel 5

Report date: 05/11/2006

Report time: 10:14:17

From: 04/01/2006 To: 05/01/2006

Log Performance Report

Page: 1

Video Source	CART	Title				Available		Notes
Aud	Source	Tape/Cut	Type	Sub-Title	Length	From/To	DAYS	
KN-67/41			MI	FCC: PRE-FILING ANNC. 1:06	01:06	04/01/06	SMTWTFS	
KN-67/41	0067/41			4/1,4/16,5/1,5/16 MANDATORY		05/02/06	YYYYYYY	

Sat 04/01/2006 at 18:59:50 for 00:01:06:00 KNME

Sun 04/16/2006 at 18:57:28 for 00:01:06:00 KNME

Mon 05/01/2006 at 18:58:35 for 00:01:06:00 KNME

This item appeared 3 times between 04/01/2006 and 05/01/2006.

KNME Channel 5

Report date: 05/22/2006

Report time: 12:09:54

From: 05/16/2006 To: 05/16/2006

Log Performance Report

Page: 1

Video Source	CART	Title	Available	Notes
Audio Source	Tape/Cut	Type	Sub-Title	Length From/To DAYS
KN-68/18		MI	FCC PRE-FILING ANNC. 1:00	01:00 05/16/06 SMTWTFS
KN-68/18	0068/18			05/16/06 YYYYYYY

Tue 05/16/2006 at 18:57:24 for 00:01:00:00 KNME

This item appeared 1 time between 05/16/2006 and 05/16/2006.



To: Jon

Fr: Cindy

RE: Post License Renewal Memo

Jon:

Attached you will find a memo to be filed in our public inspection file. It pertains to the running of the Post-License Renewal Spot. They have indeed run on the dates listed: I've double checked the past logs to be sure.

All I need is your signature.

Thanks.

FOR POSTING IN THE PUBLIC INSPECTION FILE

Attached is a copy of the FCC Post-Filing License Renewal Announcement for KNME TV 5.

I, Jon Cooper, General Manager of KNME TV 5, do hereby certify that the FCC Post-Filing License Renewal Announcement was played on KNME TV 5 during the designated post-filing period on the following dates and times:

June 1, 1993	11:28:36
	17:58:15
	21:58:11

June 16, 1993	11:27:11
	13:57:15
	19:56:18

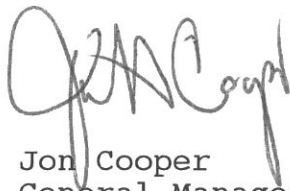
July 1, 1993	12:27:46
	14:58:19
	17:58:15

July 16, 1993	11:27:46
	13:57:46
	19:27:51

August 1, 1993	10:58:24
	13:57:33
	18:57:46

August 16, 1993	11:28:16
	14:58:02
	21:27:20

The announcement ran with the attached audio and with the addresses of KNME TV 5 (Location of the public inspection file) and with the FCC address in Washington D.C.



Jon Cooper  
General Manager  
KNME TV 5

**POST FILING RENEWAL SPOT**

**NO SPECIFIC LENGTH**

ON APRIL 19, 1990, KNME TV 5 WAS GRANTED A LICENSE BY THE FEDERAL COMMUNICATIONS COMMISSION TO SERVE THE PUBLIC INTEREST AS A PUBLIC TRUSTEE UNTIL OCTOBER 1, 1993. OUR LICENSE WILL EXPIRE ON OCTOBER 1, 1993. WE HAVE FILED AN APPLICATION FOR LICENSE RENEWAL WITH THE FCC.

A COPY OF THIS APPLICATION IS AVAILABLE FOR PUBLIC INSPECTION DURING OUR REGULAR BUSINESS HOURS. IT CONTAINS INFORMATION CONCERNING THIS STATION'S PERFORMANCE DURING THE LAST LICENSE TERM OF FIVE YEARS.

INDIVIDUALS WHO WISH TO ADVISE THE FCC OF FACTS RELATING TO OUR RENEWAL APPLICATION AND TO WHETHER THIS STATION HAS OPERATED IN THE PUBLIC INTEREST SHOULD FILE COMMENTS AND PETITIONS WITH THE COMMISSION BY SEPTEMBER 1, 1993. FURTHER INFORMATION CONCERNING THE COMMISSION'S BROADCAST LICENSE RENEWAL PROCESS IS AVAILABLE AT 1130 UNIVERSITY BLVD NE, ALBUQUERQUE, NEW MEXICO 87102, OR MAY BE OBTAINED FROM THE FCC, WASHINGTON, D.C., 20554.

To: Jon, Shirley, Joan, Denise, John M., John R.

Fr: Cindy

Re: Post-Filing License Announcement

Just to let everybody know, the Post-Filing License Announcements have run on the appropriate days. For an accurate list, see attached.

As the guidelines state, we must run the announcement only once on the 1st and 16th of each month. 3 of those broadcasts have to be between 5pm and 10pm, one broadcast between 8am and noon and one broadcast between 4pm and 6pm. As you can see, the requirements have been met.

This fulfills the On-Air portion of the License filing.

FOR POSTING IN THE PUBLIC INSPECTION FILE

Attached is a copy of the FCC Post-Filing License Renewal Announcement for KNME TV 5.

I, Jon Cooper, General Manager of KNME TV 5, do hereby certify that the FCC Post-Filing License Renewal Announcement was played on KNME TV 5 during the designated post-filing period on the following dates and times:

June 1, 1993	11:28:36
	17:58:15
	21:58:11

June 16, 1993	11:27:11
	13:57:15
	19:56:18

July 1, 1993	12:27:46
	14:58:19
	17:58:15

July 16, 1993	11:27:46
	13:57:46
	19:27:51

August 1, 1993	10:58:24
	13:57:33
	18:57:46

August 16, 1993	11:28:16
	14:58:02
	21:27:20

The announcement ran with the attached audio and with the addresses of KNME TV 5 (Location of the public inspection file) and with the FCC address in Washington D.C.



Jon Cooper  
General Manager  
KNME TV 5

Final  
5-21-97

**KNME**  
—TV 5—  
S I N C E 1 9 5 8

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May 21, 1997

Emergency Alert System  
Federal Communications Commission  
MS 1500C Room 736  
1919 M Street  
Washington DC 20554

Telephone: (202) 418-1220  
FAX: (202) 418-2817

RE: Participating National (PN) Status

Under the old EBS system, KNME-TV had been a Non-participating (NON-EBS) station, therefore, the status was not changed when the new EAS system went into effect this January. KNME-TV has re-evaluated the system and wishes to change from Non-participating to Participating National status.

Please accept this letter as the instrument of authorization to change KNME-TV's status Non-participating National (NN) to Participating National (NP).

Sincerely,



Jon Cooper  
General Manager

Enclosure: EAS NN Authorization Letter



FEDERAL COMMUNICATIONS COMMISSION  
Washington, DC 20554

Call Sign: KNME-TV

City of License: ALBUQUERQUE, NM

Effective Date: February 29, 1996

This is an EAS Non-participating National Authorization Letter. Under Part 11, Section 11.19 of the Commission's rules, the EAS source described above has agreed to go off the air during a national level EAS (Presidential) message. The EAS designation of the above source will be Non-participating National (NN). This designation will be used in all FCC mapbooks and EAS plans that list the above source.

Upon activation of the national level EAS, NN sources are required to transmit the EAS codes (starting January 1, 1997), Attention Signal, the sign-off announcement in the EAS Operating Handbook (use the EBS Checklist until the FCC issues the handbook), and remove their carrier from the air (cease all transmissions). NN sources may transmit EAS State and Local Area messages at any time without prior notice. They are required to comply with all other provisions of Part 11 including the EAS transmission and monitoring requirements and test procedures.

**Conditions of operation:** All operation shall be in accordance with the terms and conditions of the current normal license of the station.

**Term of authorization letter:** This authorization will remain in effect through the period of the initial license and subsequent renewals from the time of issuance unless returned by the holder or suspended, modified or withdrawn by the Commission.

**Posting:** Please post this Authorization letter with your station license.



FEDERAL COMMUNICATIONS COMMISSION  
Washington, DC 20554

February 29, 1996

Dear Broadcaster:

On November 10, 1994, the Commission adopted a Report and Order replacing the Emergency Broadcast System (EBS) with the Emergency Alert System (EAS). The new EAS rules change all of the old EBS designations to new simpler EAS designations. All Non-participating (NON-EBS) stations under EBS are changed to Non-participating National (NN) sources under EAS. Our records indicate that your station is presently designated NON-EBS.

We need to know if you want to continue as a Non-participating National (NN) source under EAS or change to the Participating National (PN) status. As an NN source, you would post the enclosed FCC Non-participating National (NN) Authorization letter with your station license and you would not broadcast National level (Presidential) EAS messages. The authorization letter will remain in effect through the period of the initial license and subsequent renewals from the time of issuance unless returned by the holder or suspended, modified or withdrawn by the Commission.

Upon activation of the national level EAS, you would be required to broadcast the EAS codes (starting January 1, 1997), the Attention Signal, the sign-off announcement in the EAS Operating Handbook (use the EBS Checklist until the FCC issues the Handbook), and then remove your carrier from the air. You would return to the air after receipt of the EAS Termination message on your EBS/EAS equipment. NN sources must still comply with all EAS transmission and monitoring requirements and test procedures. They will be listed as NN in all EAS mapbooks and plans.

NN sources may voluntarily participate in the State and Local Area EAS and may transmit State and local EAS messages without prior notice. Participation is at the discretion of broadcast station management and will be in accordance with the provisions of State and Local Area EAS Plans.

If you decide to change to Participating National (PN) status, please return the authorization letter to the FCC EAS Staff within 30 days. If you have any questions, call 202-418-1220.

Sincerely,



Frank Lucia  
Acting Chief, EAS

Enclosure

## Federal Communications Commission

548829

FCC 96-135

Before the  
Federal Communications Commission  
Washington, D.C. 20554

In re Application of

Regents of the University of New  
Mexico and the Board of Education of  
the City of Albuquerque, New Mexico

File No. BRET-930528KG

For Renewal of License for  
Station KNME-TV  
Albuquerque, New Mexico

# MEMORANDUM OPINION AND ORDER

Adopted: March 26, 1996;

Released: April 15, 1996

By the Commission:

## I. INTRODUCTION

1. The Commission has before it for consideration: (i) the above-captioned license renewal application; (ii) a Petition to Deny timely filed on September 1, 1993, by the League of United Latin American Citizens ("LULAC"); (iii) an opposition filed by the licensee;<sup>1</sup> and (iv) the licensee's response to our staff letter of inquiry.

## II. BACKGROUND

2. LULAC alleges that the licensee violated our Equal Employment Opportunity (EEO) Rule and policies. Accordingly, it requests that we conduct an investigation of the station's employment practices pursuant to *Bilingual Bicultural Coalition on Mass Media v. FCC*, 595 F.2d 621 (D.C. Cir. 1978) (*Bilingual*) to determine whether the licensee has engaged in discrimination or otherwise violated our EEO Rule. In response, the licensee asserts that it has complied with the Commission's EEO Rule, that LULAC has presented no evidence of discrimination, and that unconditional renewal is warranted.

3. *Standing*. In challenging an application pursuant to Section 309(d)(1) of the Communications Act of 1934, as amended, a petitioner must demonstrate party in interest status. The allegations, except for those of which official notice may be taken, must be supported by the affidavit of a person with personal knowledge of the facts alleged. See 47 U.S.C. § 309(d)(1).

4. LULAC has provided a statement under penalty of perjury from a local member who is a regular viewer of KNME-TV. The declarant claims that he would be seriously aggrieved if the petition is not granted. We find that the declaration meets our requirements for standing. Accordingly, we hold that LULAC has petitioner status

against station KNME-TV. See *NAB Petition for Rulemaking*, 82 FCC 2d 89 (1980) [citing *Warth v. Seldin*, 422 U.S. 490, 511 (1975)].

5. *Prima Facie Case*. LULAC derived its factual allegations from the licensee's EEO program and annual employment reports. As a threshold matter, we found that LULAC made a *prima facie* showing that grant of the renewal application would have been inconsistent with the public interest. See Section 309(d)(1) of the Communications Act of 1934, 47 U.S.C. § 309(d)(1); *Astroline Communications Co. v. FCC*, 857 F.2d 1566 (D.C. Cir. 1988) (*Astroline*).

6. Review of LULAC's EEO allegations, as well as the licensee's renewal application, opposition and response to our inquiry leads us to conclude that there are no substantial and material questions of fact warranting designation for hearing. In addition, we find no evidence that the licensee engaged in discrimination or otherwise violated our rules and policies. Thus, grant of the application will serve the public interest, 47 U.S.C. § 309(d)(2); *Astroline*. Accordingly, finding the licensee to be otherwise qualified, we will renew the license of KNME-TV unconditionally.

## III. DISCUSSION

7. Section 73.2080 of the Commission's Rules requires that a broadcast licensee refrain from employment discrimination and establish and maintain an EEO program reflecting positive and continuing efforts to recruit and promote qualified women and minorities. When evaluating EEO performance, the Commission focuses on the licensee's efforts to recruit and promote qualified women and minorities and the licensee's ongoing assessment of its EEO efforts. Such an assessment enables the licensee to take corrective action if qualified women and minorities are not present in the applicant pool. The Commission also focuses on any evidence of discrimination by the licensee. See 47 U.S.C. § 73.2080 (a), (b) and (c).

8. In its petition, LULAC argues that KNME-TV had a substantial decline in minority employment, especially in upper-levels, from 1992 to 1993. Additionally, LULAC contends that the station's minority employment record was "stagnant" from 1989 through 1992. LULAC also asserts that, although the licensee's renewal application lists 86 minority and 145 female applicants from the University of New Mexico Human Resources Department ("UNMHRD"), these applicants are for jobs in general at the University, rather than applicants specifically for KNME-TV. Moreover, LULAC claims that only 20 minority applicants came from referral sources other than UNMHRD in 1992, "a very small number considering the size and desirability of the market and the high (40.5%) representation of minorities in the workforce." Furthermore, LULAC maintains that KNME-TV's record-keeping was deficient for the entire license term.

9. In its opposition, KNME-TV argues that minority attrition has occurred for reasons other than a poor EEO program. The station maintains that minorities have left for such reasons as to attend school or to retire. Otherwise, the licensee claims that it has a "stable employment environment" and that few job opportunities exist in a given year.

<sup>1</sup> KNME-TV is a noncommercial educational television station licensed jointly to the University of New Mexico and the Board

of Education of Albuquerque. Throughout this Memorandum Opinion and Order, we will refer to them as "licensee."

FCC 96-135

Federal Communications Commission

548830

Additionally, the licensee asserts that it has made a substantial effort to recruit, hire, employ and promote qualified minorities. In its support, the station declares that in 1992, for its five full-time job vacancies, it received a substantial number of minority applicants and interviewees. In addition, the station attests that it reported only applicants from UNMHRD who specifically applied for positions at KNME-TV and not those who generally applied for positions at the university. The licensee admits that its "most fruitful" recruitment source was UNMHRD, which referred 86 minority candidates in 1992. Furthermore, the station contends that it has kept detailed applicant flow data for the entire license term. The licensee has also, since receipt of our letter of inquiry, taken steps to improve and "revamp" its entire recordkeeping process so as to ensure compliance with our EEO Rule.

10. Review of the licensee's renewal application, inquiry response and opposition reveals that the station had 31 full-time hires, including 20 upper-level hires, during the period of January 1, 1990, through September 30, 1993.<sup>2</sup> According to its renewal application, KNME-TV received 86 minority referrals from UNMHRD,<sup>3</sup> 11 minority referrals from four general sources and two minority referrals from job fairs. Additionally, the licensee reported that two minority candidates were referred by current employees. According to its inquiry response, the licensee's records indicate that it recruited from a variety of general and minority recruitment sources for all 31 full-time positions. KNME-TV reports that its recruiting efforts generated 1,449 applicants, of whom 841 completed a voluntary follow-up questionnaire as to their racial classification. The station reported that 206 of those 841 applicants were minorities. Minorities were present in 29 overall (97%) and 19 upper-level applicant pools (95%). KNME-TV interviewed 171 applicants, 52 of whom were minorities. For upper-level positions, KNME-TV interviewed 104 applicants, 21 of whom were minorities. Minorities were present in 23 (74%) overall and 13 (65%) upper-level interview pools. The licensee reports that it hired 12 minorities overall, seven of whom were for upper-level positions.

11. Based upon our review of the record, we conclude that LULAC's allegations do not establish that the licensee violated our EEO rule or that it discriminated against minorities. We find that the licensee's minority employment did not suffer a substantial decline from 1992 to 1993, nor was KNME-TV's employment "stagnant" during the rest of the license term.<sup>4</sup> Moreover, we find that the licensee recruited minority applicants specifically for em-

ployment at KNME-TV through the UNMHRD, which advertised each vacancy with 35 general and 21 minority-specific recruitment sources. In any event, given the presence of minorities in applicant and interview pools, we find the licensee's recruitment efforts to be sufficient. Furthermore, it appears that the licensee maintained sufficient records to allow it to self-assess the success of its EEO program. Therefore, a hearing is not warranted and renewal of the license is appropriate. Accordingly, finding the licensee to be otherwise qualified, we will renew the license of KNME-TV unconditionally.

#### IV. ORDERING CLAUSES

12. Accordingly, IT IS ORDERED that the Petition to Deny filed by the League of United Latin American Citizens through its Texas State Conference regarding the renewal application of KNME-TV IS DENIED.

13. IT IS FURTHER ORDERED that the license renewal application of the Regents of the University of New Mexico and the Board of Education of the City of Albuquerque, for station KNME-TV IS GRANTED.<sup>5</sup>

14. IT IS FURTHER ORDERED, that the Mass Media Bureau send by Certified Mail - Return Receipt Requested - copies of this *Memorandum Opinion and Order* to the League of United Latin American Citizens and the Regents of the University of New Mexico and the Board of Education of the City of Albuquerque.

#### FEDERAL COMMUNICATIONS COMMISSION

William F. Caton  
Acting Secretary

<sup>2</sup> The current license term ended on October 1, 1993. According to the 1990 Census, the Albuquerque, New Mexico, Metropolitan Statistical Area, in which the station is located, had a 38.5% female and 40.5% minority labor force (2.3% Black, 34.0% Hispanic, 1.4% Asian/Pacific Islander, 2.8% American Indian). In the 1994 Annual Employment Report, 33 females (51.5%) and ten Hispanics (15.6%) were listed among 64 full-time employees and 24 females (42.4%) and six Hispanics (11.1%) were among 54 upper-level employees. In the 1990 report, 32 females (49.2%) and 16 Hispanics (24.6%) were listed among 65 full-time employees and 21 females (39.6%) and eight Hispanics (15.1%) were among 53 upper-level employees. The 1991 report lists 33 females (49.3%) and 17 Hispanics (25.4%) among 67 full-time employees and 23 females (41.1%) and 10 Hispanics (17.9%) among 56 upper-level employees. In the 1992 report, 32 females (50.0%) and 17 Hispanics (26.6%) were listed among 64 full-time employees and 23 females (42.6%) and 11

Hispanics (18.5%) were among 54 upper-level employees. The Commission uses 1990 labor force statistics for license renewal applications filed after May 31, 1993 and for 1993 Annual Employment Reports. See Public Notice # 32651 (April 12, 1993). We will compare the 1990 census data with the station's 1993 Annual Employment Report. See 47 C.F.R. § 73.2000 (c) (3). The labor force is 46.3% female and 40.5% minority (2.3% Black, 34.0% Hispanic, 1.4% Asian/Pacific Islander, and 2.8% American Indian). The 1993 report lists 32 females (50%) and 15 Hispanics (23.4%) among 64 full-time employees and 19 females (38.0%) and eight Hispanics (16.0%) among 50 upper-level employees.

<sup>3</sup> The University's Human Resources Department advertises each position at KNME-TV, both locally and nationally, with 35 general and 21 minority recruitment sources.

<sup>4</sup> See *supra* note.

# THE COPY FOR PUBLIC FILES

DOW, LOHNES & ALBERTSON

ATTORNEYS AT LAW

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TELEX 425546

MARGARET L. MILLER

May 28, 1993

DIRECT DIAL NO.

857-2914

Ms. Donna R. Searcy  
Federal Communications Commission  
1919 M Street, N.W.  
Washington, D.C. 20554

**NOTE: EXEMPT FROM FILING FEES**

Re: License Renewal Application for Noncommercial  
Educational Television Station KNME-TV,  
Albuquerque, New Mexico

Dear Ms. Searcy:

On behalf of the Regents of the University of New Mexico and the Board of Education of the City of Albuquerque, we transmit herewith, in duplicate, on FCC Form 303-S, an application for renewal of license of noncommercial educational television station KNME-TV, Albuquerque, New Mexico. Also submitted with this application is a Model Equal Employment Opportunity Program Report on FCC Form 396 and the renewal Ownership Report on FCC Form 323-E.

Station KNME-TV is a noncommercial educational television station. Moreover, the University and the Board of Education qualify as governmental entities. This application, therefore, is exempt from the filing fee requirements pursuant to Section 1.1112 of the Commission's Rules.

Should any questions arise concerning this application, kindly contact this office.

Very truly yours,



Margaret L. Miller

MLM/cdh  
Enclosures

# THIS COPY FOR PUBLIC FILES

Federal Communications Commission  
Washington, D.C. 20554

## APPLICATION FOR RENEWAL OF LICENSE FOR COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

Approved by OMB  
3080-0110  
Expires 5/31/91

<p>For <u>Commission</u> Fee Use Only</p>	<p>FEE NO:</p> <p>FEE TYPE:</p> <p>FEE AMT:</p> <p>ID SEQ:</p>	<p>For <u>Applicant</u> Fee Use Only</p> <p>Is a fee submitted with this application? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>If No, indicate reason therefor (check one box):</p> <p><input type="checkbox"/> Nonfeeable application</p> <p>Fee Exempt (See 47 C.F.R. Section 1.1112)</p> <p><input checked="" type="checkbox"/> Noncommercial educational licensee</p> <p><input checked="" type="checkbox"/> Governmental entity</p>
<p>For <u>Commission</u> Use Only: File No.</p>		

<p>1. Name of Applicant <u>Regents of the University of New Mexico and the Board of Education of the City of Albuquerque, NM</u></p> <p>Mailing Address <u>1130 University Blvd. NE</u></p> <table style="width: 100%;"> <tr> <td style="width: 33%;">City <u>Albuquerque</u></td> <td style="width: 33%;">State <u>NM</u></td> <td style="width: 33%;">ZIP Code <u>87102</u></td> </tr> </table> <p>2. This application is for: <input type="checkbox"/> AM <input type="checkbox"/> FM <input checked="" type="checkbox"/> TV</p> <table style="width: 100%;"> <tr> <td style="width: 50%;">(a) Call Letters: <u>KNME-TV</u></td> <td style="width: 50%;">(b) Principal Community: City <u>Albuquerque</u> State <u>NM</u></td> </tr> </table> <p>3. Attach as Exhibit No. _____ an identification of any FM booster or TV booster station for which renewal of license is also requested.</p>	City <u>Albuquerque</u>	State <u>NM</u>	ZIP Code <u>87102</u>	(a) Call Letters: <u>KNME-TV</u>	(b) Principal Community: City <u>Albuquerque</u> State <u>NM</u>	<p>4. Have the following reports been filed with the Commission:</p> <p>(a) The Broadcast Station Annual Employment Reports (FCC Form 395-B) as required by 47 C.F.R. Section 73.3612? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If No, attach as Exhibit No. _____ an explanation.</p> <p>(b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by 47 C.F.R. Section 73.3615? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If No, give the following information:</p> <p>Date last ownership report was filed _____</p> <p>Call letters of station for which it was filed _____</p>
City <u>Albuquerque</u>	State <u>NM</u>	ZIP Code <u>87102</u>				
(a) Call Letters: <u>KNME-TV</u>	(b) Principal Community: City <u>Albuquerque</u> State <u>NM</u>					

FCC 303-S  
May 1988



5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ Yes ☐ No

If No, attach as Exhibit No. \_\_\_\_\_ an explanation.

6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination? ☐ Yes ☒ No

If Yes, attach as Exhibit No. \_\_\_\_\_ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.

7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact? ☐ Yes ☒ No

If Yes, attach as Exhibit No. \_\_\_\_\_ an Environmental Assessment required by 47 C.F.R. Section 1.1311.

If No, explain briefly why not.


8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527? ☒ Yes ☐ No

If No, attach as Exhibit No. \_\_\_\_\_ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

CERTIFICATION: I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name Robert Earnest	Signature 
Title Acting Assistant Vice President for Business and Finance/Controller, U of NM	Date May 26, 1993

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

KNME-TV  
Transmitter Operations

NON IONIZING RADIATION REPORT

To: Jean Morand, Director of Engineering

From: James Booth, Transmitter Supervisor

Re: Computations and measurements of RF radiation at the KNME transmitter site.

Date: 18 MAY 93

Dear Mr. Morand:

The following information has been derived from measurements and computations made at the KNME transmitter site under existing circumstances. The equation used by the EPA to predict fields at the base of the antenna was used with the following results:

$$S = \frac{(2.56)(1.64)(100)(F)[(.4)(\text{VERP}) + \text{AERP}]}{4\pi D}$$
$$= \frac{419 \times .2 \quad (.4 (7.08 \times 3.98\text{kw}) + (.708\text{kw} \times 3.98))}{4\pi (171.4 \times .3048)}$$

The results of this computation was  $S = 6.88 \mu\text{w}/\text{cm}^2$ . While this is well below the limit of  $1\text{mw} (1,000 \mu\text{w})/\text{cm}^2$ , measurements taken at various locations (indicated on the map) are higher than what is calculated. However, all readings, with the exception of one, measured well below the EPA maximum for a controlled area.

Measurements of the E-field and H-field were made on Holaday Industries, Inc. (14825 Martin Drive, Eden Prairie, MN 55344) instruments Model HI-3002, serial #58152; E-field probe, serial #1199HR; and H-field probe, serial #360.

Measurements were made in the afternoon on a warm and partly cloudy day. The measurements recorded at each location represent the highest sustained reading that was possible to obtain within a reasonable period of time and with the probe moved in such a way as to "search and record" the highest reading. The E Field is calculated by the formula  $E^2/3770$ . The H Field is calculated by the formula  $H^2 \times 37.7$ .

Readings were taken and recorded as numbered on the map, which is not drawn to scale. These locations were selected to give a good overview of the radiation levels that might be present at any general location that concerns KNME. Position 11 is in the living quarters of the building while position 12 is in front of the transmitter.

Measurements taken at all positions, were within the EPA limits. An exception must be made for a position under another



Company's tower directly to the West of KNME's Auxiliary Tower. It is not included in the charts of measurements but is treated separately, instead. The measurements at that position were as follows:

$$\begin{array}{|c|c|c|c|c|c|c|} \hline E^2 & V^2/m^2 & mw/cm^2 & H^2 & A^2/m^2 & mw/cm^2 \\ \hline 4.20 \times 10^4 & 42,000 & 11.14 & 1.0 \times 10^1 & .10 & 3.77 \\ \hline \end{array}$$

It will be noted that the measurements greatly exceed the EPA limits. However, KNME transmission is not contributing significantly to this amount because this area is at the base of a different tower which is being used for FM stations.

This is not considered to be a problem to KNME personnel because it is in a location that is seldom if ever entered. The measurement was made simply because it is in the vicinity of the alternate antenna base.

The following charts indicate the readings taken at their respective positions on the accompanying map. It is considered that these readings are much higher than would be expected if KNME were the only source of transmission in the area. However, this is not the case. KNME is located in a very dense "antenna farm." If the transmissions of KNME could be considered alone, the amount of radiation would probably be close to what was calculated according to the formula and maybe wouldn't even be measurable on the meter.

## For the Harris Transmitter and Main Antenna

	$E^2$	$V^2/m^2$	$mw/cm^2$	$H^2$	$A^2/m^2$	$mw/cm^2$
1	$1.8 \times 10^3$	1,800	.477	$.8 \times .01$	.008	.3016
2	1.5 "	1,500	.397	.7 "	.007	.2639
3	1.4 "	1,400	.371	1.5 "	.015	.5655
4	1.4 "	1,400	.371	1.1 "	.011	.4147
5	1.8 "	1,800	.477	1.0 "	.010	.3770
6	.9 "	900	.238	1.2 "	.012	.4524
7	2.5 "	2,500	.663	1.0 "	.010	.3770
8	2.5 "	2,500	.663	1.0 "	.010	.3770
9	2.0 "	2,000	.530	.5 "	.005	.1885
10	1.0 "	1,000	.265	.5 "	.005	.1885
11	0.5 "	500	.132	1.8 "	.018	.6786
12	0.5 "	500	.132	1.1 "	.011	.4147

The average for the  $E_2$  field is  $.393mw/cm^2$ . The average for the H field is  $.3833mw/cm^2$ .

Walks around the circumference of the Building yielded the following:

$E^2$	$V^2/m^2$	$mw/cm^2$	$H^2$	$A^2/m^2$	$mw/cm^2$
$4.0 \times 10^3$	4,000	1.061	$5.4 \times .01$	.054	2.035

The KNME facility is in a high RF field due to the density of the "antenna farm." The RF radiation in most areas is within the limits set by the EPA. However, because of certain "hot spots," like under the tower directly west of KNME's Auxiliary Tower, excessive radiation may be encountered in a walk around the area.

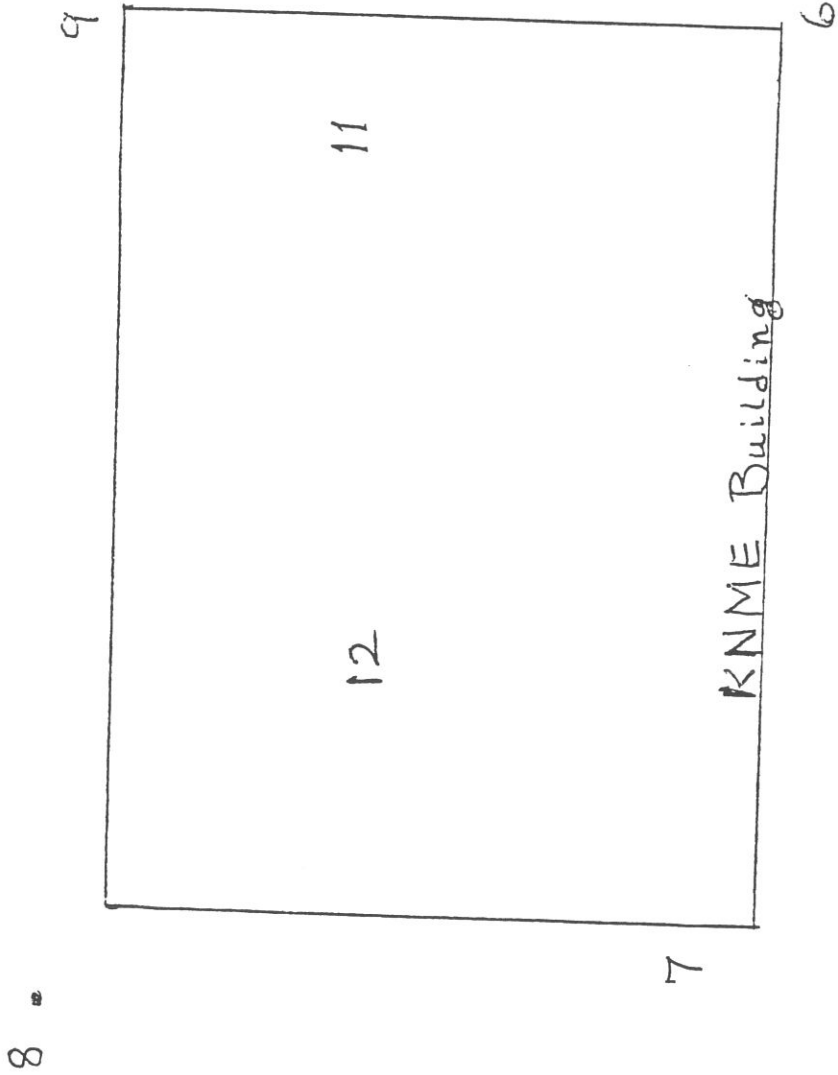
The measurements are higher than those taken in 1988. Changes on the site have been the change of Channel 14 to Channel 2, FM antennas have been changed, and maybe FM transmitters have been added.

Sincerely,



James J. Booth

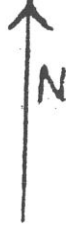
# KNME Site Layout



Alternate  
Antenna  
(B)  
10

5  
Service Road

1  
4 (A) 2  
Main  
Antenna 3



HOLADAY HI-3320 SN 1087 V2.5 8/87

CURRENT DATE: 5/18/93

CURRENT TIME: 23:40:42

CALIBRATION

0.0000 V = 0.00 pct

5.0000 V = 500.00 pct

LOWER ALARM: 0.00 pct

UPPER ALARM: 0.00 pct

UNITS: pct

TIME HISTORY

PERIOD LENGTH: 0:01:00

# OF PERIODS COMBINED: 1

MIN	AVG	MAX	IO	
DATE: 5/18/93	TIME: 2:27:03	TAG #: 10		
@ 0.05	5.65	10.00	- * +	
DATE: 5/18/93	TIME: 2:29:51	TAG #: 10		
@ 0.05	4.40	11.00	- * +	
DATE: 5/18/93	TIME: 2:31:41	TAG #: 10		
@ 1.45	4.70	10.95	- * +	
DATE: 5/18/93	TIME: 2:33:31	TAG #: 10		
@ 0.20	4.00	8.70	- * +	
DATE: 5/18/93	TIME: 2:35:31	TAG #: 10		
@ 0.30	4.15	14.80	- * +	+
DATE: 5/18/93	TIME: 2:37:45	TAG #: 10		
@ 0.00	0.35	6.80	* +	
DATE: 5/18/93	TIME: 2:40:17	TAG #: 10		
@ 0.35	4.20	12.25	- * +	+
DATE: 5/18/93	TIME: 2:42:03	TAG #: 10		
@ 0.00	2.85	40.35	- *	+
DATE: 5/18/93	TIME: 2:43:21	TAG #: 10		
@ 0.00	1.90	13.65	- *	+
DATE: 5/18/93	TIME: 2:45:47	TAG #: 10		
@ 0.00	0.10	1.60	* +	
DATE: 5/18/93	TIME: 2:49:04	TAG #: 10		
@ 0.85	1.90	5.20	- * +	
DATE: 5/18/93	TIME: 2:51:17	TAG #: 10		
@ 0.00	5.60	38.50	- *	+
DATE: 5/18/93	TIME: 2:55:01	TAG #: 10		
@ 0.00	0.00	0.15	*	

DATE:	5/18/93	TIME:	3:05:02	TAG #:	10			
@	0.00		0.00		0.10	*		
DATE:	5/18/93	TIME:	3:17:31	TAG #:	2			
@	0.00		0.15		3.05	*	+	
DATE:	5/18/93	TIME:	3:19:32	TAG #:	2			
@	0.00		0.90		3.85	*	+	
DATE:	5/18/93	TIME:	3:21:31	TAG #:	2			
@	0.00		2.60		7.90	-	*	+
DATE:	5/18/93	TIME:	3:23:06	TAG #:	2			
@	0.00		3.40		7.45	-	*	+
DATE:	5/18/93	TIME:	3:24:47	TAG #:	2			
@	0.00		1.15		4.35	-*	+	
DATE:	5/18/93	TIME:	3:29:41	TAG #:	2			
@	0.00		0.00		0.40	*		
DATE:	5/18/93	TIME:	3:32:26	TAG #:	2			
@	0.00		2.50		6.65	-	*	+
DATE:	5/18/93	TIME:	3:34:31	TAG #:	2			
@	0.00		0.30		5.65	*		+
DATE:	5/18/93	TIME:	3:37:21	TAG #:	2			
@	0.00		0.00		0.10	*		
DATE:	5/18/93	TIME:	3:38:51	TAG #:	2			
	0.00		0.55		8.75	*		+
	0.00		2.30		10.20	-	*	+
	0.00		2.10		11.00	-	*	+
@	0.00		0.70		3.50	*	+	
DATE:	5/18/93	TIME:	3:44:07	TAG #:	2			
@	0.00		0.85		3.55	*	+	
DATE:	5/18/93	TIME:	3:45:56	TAG #:	2			
@	0.00		2.75		6.75	-	*	+
DATE:	5/18/93	TIME:	3:48:51	TAG #:	2			
@	0.00		0.00		0.10	*		
DATE:	5/18/93	TIME:	3:53:51	TAG #:	2			
@	0.00		0.05		2.15	*	+	
DATE:	5/18/93	TIME:	4:06:16	TAG #:	3			
@	0.00		0.00		0.30	*		
DATE:	5/18/93	TIME:	4:08:31	TAG #:	3			
	0.00		2.00		17.65	-*		+
	0.30		3.05		8.20	-	*	+
	0.00		1.65		11.15	-*		+
	0.00		8.55		27.70	-	*	
@	0.00		0.00		0.05	*		+

HOLADAY HI-3320 SN 1087 V2.5 8/87

CURRENT DATE: 5/18/93

CURRENT TIME: 23:39:47

CALIBRATION

0.0000 V = 0.00 pct

5.0000 V = 500.00 pct

LOWER ALARM: 0.00 pct

UPPER ALARM: 0.00 pct

UNITS: pct

INPUT READS: 0.55 pct

TEST STARTING DATE: 5/18/93

TEST STARTING TIME: 2:27:03

ELAPSED TIME: 0 DAYS 0:34:03

OVERALL AVG: 2.15 pct

OVERALL MIN: 0.00 pct

MIN OCCURRED 5/18/93 @ 2:37:45

OVERALL MAX: 40.35 pct

MAX OCCURRED 5/18/93 @ 2:42:38

NO STEL PERIOD FINISHED

HOLADAY HI-3320 SN 1087 V2.5 8/87

CURRENT DATE: 5/18/93  
CURRENT TIME: 23:42:30

CALIBRATION  
0.0000 V = 0.00 pct  
5.0000 V = 500.00 pct

LOWER ALARM: 0.00 pct  
UPPER ALARM: 0.00 pct

UNITS: pct

AMP DIST  
SAMPLES LOGGED: 2043

pct	SAMPLES	%
0.00	1979 *****	096.86
10.00	40 **	001.95
20.00	21 *	001.02
30.00	2 .	000.09
40.00	1 .	000.04



## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Call Letters KNME-TV

Code No.

Name of Licensee Regents of the University of New Mexico and the  
City and State which station Board of Education of the City of Albuquerque, NM  
is licensed to serve Albuquerque, New Mexico

### TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

☐

AM

☐

TV

☐

FM

☐

Low Power TV

☐

Combined AM & FM  
in same area

☐

International

Noncommercial Broadcast Station

☐

Educational Radio

☒

Educational TV

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED  
BELOW:

Name	Jon H. Cooper, General Manager			Street Address	1130 University Blvd. NE				
City	Albuquerque			State	NM	ZIP Code	87102	Telephone No.	(505) 277-2121

### FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

☐

If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow all instructions.

☐

If minority group representation in the available labor force is less than 5 percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information for your program directed towards women.

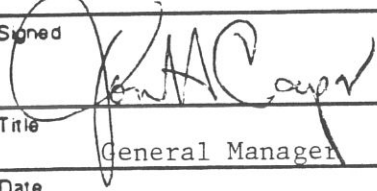
## CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(11), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	
Title	General Manager
Date	May 27, 1993
Name of Respondent	Jon H. Cooper
Telephone No. (include area code)	505 277-2121

### FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

Public reporting burden for this collection of information is estimated to average 3 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to Federal Communications Commission, Office of Managing Director, Washington, DC 20554, and to the Office of Information and Regulatory Affairs, Office of Management and Budget, Paperwork Reduction Project (3060-0113), Washington, DC 20503.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

## I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Jon H. Cooper TITLE General Manager

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

- ☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- ☒ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- ☒ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause. Done through co-licensee, the University of New Mexico's Equal Opportunity Programs Office.
- ☒ Other (specify) UNM's equal opportunity policy (copy attached) is distributed to all employees (including KNME-TV staff) and many other entities.

## III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

- ☒ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

	Number of Referrals	
	Minority	Women
<u>Local and regional newspapers</u>	<u>9</u>	<u>15</u>
<u>National trade publications and job lines</u>	<u>2</u>	<u>1</u>

- ☒ Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals	
	Minority	Women
University of New Mexico Human Resources Dept.	86	145
See attached lists	0	0

- ☒ Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals	
	Minority	Women
Included in above (UNM circulates postings to minority/women's organizations in addition to educational sources)		
See attached lists	0	0

- ☒ We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:  
This effort will be emphasized in the next year.

Minority	Women
7	9

- ☒ Other (specify) and the number of minority and/or women referrals are:

Minority	Women
2	2

Participation in a local minority job fair and use of resumes collected by Corporation for Public Broadcasting at other fairs.

#### IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 1/1/92 and ending (Month-Day-Year) 12/31/92 we hired:

Total hires 5 Minorities 3 Women 4

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 1 Minorities 0 Women 0  
four categories (Broadcast Engineer)

#### V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 1/1/92 and ending (Month-Day-Year) 12/31/92 we promoted:

Total promotions 9 Minorities 2 Women 6

During this period, in the upper four job categories, we promoted:

Total promotions, upper 9 Minorities 2 Women 6  
four categories

#### VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

Attached is a breakdown of KNME-TV staff vis a vis MSA labor market area.

This section is optional

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics

The above information is for:

☐

M.S.A.

☐

City

☐

County

☐

Other (specify)

## VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

None

## VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges. Computer training, business English and proofreading classes offered to employees, tuition remission for classes at University of New Mexico. On-the job training of employees, students and volunteers. Minority participation is significant. Work study/internship programs have high minority participation as well. Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion. We have high minority representation in hiring pools due to our own program and that of UNM. We continue to seek new sources but minority hiring is limited by lack of turnover, pay scales and community size.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women. Continued participation in minority job fairs and use of Corporation for Public Broadcasting sources. We also hope to increase direct recruiting through station staff.

## KNME-TV EQUAL OPPORTUNITY PROGRAM AS OF 1/1/93

To facilitate better reporting and evaluation of our Equal Employment Opportunity Program, KNME-TV continues to closely monitor sources of employee referrals. This is accomplished by sending a questionnaire to all applicants requesting information on where they learned of our open position and their gender and racial origin. Applicants are assured that this information does not relate to their chances of employment at the station and is kept separate from the hiring process and entirely confidential. While we have never achieved 100% response, we always receive a high enough percentage of replies to provide valuable data. Please note when reviewing the information reported on the preceding pages that the figures represent only fully documented reports of minority and woman applicants and are probably much higher in reality.

While by no means our only resource, we have learned that the single most effective source of minority and female applicants we have is the University of New Mexico Human Resources Department. Their aggressive minority recruitment efforts for all positions and for underutilized job groups in particular has paid off in excellent employment pools for the nine positions we have posted in calendar year 1992. (Four of these positions were filled internally and are reflected as promotions in the report.) In addition to excellent recruitment tactics, all employment pools are reviewed for racial and gender balance before being submitted to us, and for underutilized positions, they make contact with additional local and regional educational and professional organizations to recruit minorities and women.

We have had good results in advertising our open positions in New Mexico newspapers, notably Santa Fe and Albuquerque. This is always part of the recruitment plan for positions in the upper four categories. Attempts to advertise in other southwestern cities have been disappointing, with ads attracting mainly white males. National advertising in Broadcasting and Current have had similar results. We have received minority referrals from the NAB and CPB hot lines, however. Our intention is to concentrate our advertising for top four job categories in New Mexico rather than neighboring states, since this has proven a superior source, and to continue limited national advertising. Announcements of openings sent to educational institutions and minority/women's organizations outside of New Mexico have brought us no referrals. While we intend to write to these sources to ask them to suggest more appropriate ways to get responses from minority applicants, this effort has proven unproductive. We will continue to contact state and local sources of minority referrals. We hope to use our existing staff more effectively as recruiters in the future. This activity was at one time not encouraged by the University of New Mexico Human Resources Department because of the danger of preselection of employees. However, they now realize the value of such activities and are actively encouraging this practice.

Participation in a job fair held in connection with a Hispanic Journalist's organization here in Albuquerque yielded two female minority applicants for a Producer/Director position, and we hope to do more of this sort of recruiting in the future. We are using resumes collected by the Corporation for Public Broadcasting at similar events across the country to invite qualified minority people to apply for positions. We are also retaining unsolicited resumes and those from promising applicants we have been unable to hire for posted openings and invite them to apply for positions for which they appear qualified.

We also make an effort to encourage minority student employees, interns and volunteers to apply for open positions where appropriate. We are also undergoing a station-wide study to be sure that existing employees are properly graded for their positions. This action has resulted in five of the nine promotions listed in this report and may bring about additional



promotions during 1993. Our 40+ on-call employees are not included in section V of this report, but we have hired a number of minorities and females for these positions recently, including two African Americans and two American Indians. Traditionally, on-call employees in our production areas have been able to move into full-time positions as they open up. As stated in the preceding pages, we offer many training opportunities for our employees and volunteers to assist their career objectives, and these are participated in by a high percentage of minority employees in all classifications. Our student employee, work study and internship programs have good minority and female participation, and these people have often been made full-time employees of the station as opportunities arise in addition to receiving meaningful experience for careers elsewhere.

While we are well within guidelines for our labor market, we would like to see improvement in the representation of minorities and females in the top four job categories, in middle management in particular, and more diversity in our staff as time goes on. We are hampered only by our low turnover rates, our relatively small staff, and our pay scales. It should be noted that our staff is small enough that the loss of even a single minority employee makes a significant impact on percentage of available labor force. This sometimes causes fluctuations from one yearly employment report to another which are not significant in terms of our commitment to EEO efforts.

In general, we believe we have an excellent equal opportunity program in place, and while we are always seeking to improve it, this program, coupled with that of the University of New Mexico will more than serve to keep us in compliance with all applicable guidelines.

# EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION UNIVERSITY OF NEW MEXICO POLICY STATEMENTS

## INTRODUCTION

### Compliance with the Spirit of the Law

It is the University's policy not only to comply with the letter of the laws and regulations of federal and state governments, but to practice the true spirit of equal employment opportunity.

## EEO/AA

### EEO Policy

Optimum use of all available human resources is the ultimate objective towards which we continue to strive. UNM will continue to conduct employment activities in accordance with EEO federal and state laws and regulations without regard to:

- race
- color
- national origin, ancestry
- religion
- sex
- sexual preference
- age
- physical or mental handicaps or medical conditions
- disabled and disabled veterans and
- Vietnam era veterans

### EEO Areas of Application

UNM's EEO policies apply to the following activities:

- recruiting
- compensation
- benefits and services
- training
- advancement
- promotion
- transfer
- termination

### Policy Statements

The following statements reflect UNM's policies regarding:

- Equal Employment Opportunity and Affirmative Action (EEO/AA)
- Sexual Harassment, and
- Persons with Disabilities and Veterans

We ensure that employment, employee selection, and promotion decisions are in accordance with the principles of equal opportunity by imposing only valid requirements.

### AA Definition

Affirmative Action is taking positive steps to hire and promote persons in protected groups to achieve a representation at UNM equal to their presence in the applicable workforce.

### AA Commitment

UNM will continue to concentrate on advancing and promoting qualified persons in protected groups into higher job classifications, supervision, and management.

### EEO Complaints

It is the policy of UNM to endeavor to handle internally any employment or, work-related complaint alleging unlawful employment acts or practices. Any employee who has an EEO-related complaint should:

- discuss the matter with immediate supervision
- contact their personnel representative, or
- contact staff in Equal Opportunity Programs Office (EOP)

All valid complaints will be investigated, and the EOP office will inform complainants of their rights and available options. All

### Purpose

I am issuing these statements:

- to reaffirm the University's commitment to the principles of Equal Employment Opportunity and Affirmative Action and
- to engage the support of all employees in fully implementing our policies.

charges of discrimination will be handled in a confidential manner. Information submitted will only be used as necessary to fully investigate the charge.

### Employee Responsibility

Employees - I expect all employees to foster a work environment that is free from discrimination and is supportive of employees from protected classes and to allow all employees to reach their full potential.

Supervisors - I expect all supervisors to be familiar with the Affirmative Action Plan (AAP), to discuss it with their employees, and to take an active, positive role in fulfilling our EEO commitment.

Vice Presidents - I expect all Vice Presidents to take the lead in implementing UNM's AAP.

Equal Opportunity Programs Director - The Director of EOP, Anne B. Thomas, and staff will continue to monitor all equal employment opportunity activities and report to me on the effectiveness of our AAP, including recommendations for necessary action to ensure attainment of our objectives.

## SEXUAL HARASSMENT

### Sexual Harassment Policy

It is against UNM policy for any employee to harass another employee. Any conduct which creates an intimidating, hostile or offensive working environment is absolutely prohibited.

### Definition

Sexual harassment is a sexual behavior which is unwelcome by the recipient. Unwelcome sexual advances, request for sexual favors, and other and/or physical conduct of a sexual nature constitutes sexual harassment and violates federal law when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement.
- submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual, or
- such behavior has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working or academic environment.

The following behavior by Supervisory employees also constitutes sexual harassment:

- failure to take corrective action when he/she knows, or reasonably should have known, that an individual under his/her supervision is being subjected to sexual harassment, or
- retaliating against an individual who complained of sexual harassment, or who testified on behalf of a complainant in an investigation, proceeding or hearing conducted under this policy.

Examples of sexual harassment which shall not be tolerated include but are not limited to:

- written: suggestive or obscene letters, notes, invitations,
- verbal: derogatory comments, epithets, slurs or jokes.
- physical: impeding or blocking movements, touching, or any physical interference with normal work.
- visual: sexual oriented gestures, displaying sexually suggestive or derogatory objects, picture, cartoons, or posters.
- other: threats or insinuations that lack of sexual favors will result in reprisal, withholding support for appointment, promotions or transfer, change of assignment, or poor performance review.

### Action

If you feel you are being harassed, are aware of or suspect the occurrence of sexual harassment, or desire counseling on coping with potential harassment, you should immediately contact a supervisor or a member of EOP staff (1821 Roma, NE, 277-5251). Because of the sensitivity of this issue, the matter will be quickly and confidentially investigated to determine if sexual harassment has occurred. All investigations will be designed to protect the privacy and rights of all concerned parties. When an investigation confirms a complaint about an employee, that person will be subject to appropriate sanctions ranging from a warning up to and including termination. Given the nature of this type of discrimination, UNM recognizes that false accusations can have serious effects on innocent employees.

## DISABLED/VETERANS

### Policy on Persons with Disabilities and Veterans

UNM's policy of equal employment opportunity for all its employees and applicants includes the commitment to full compliance with:

- Americans with Disabilities Act of 1990
- the Rehabilitation Act of 1973, as amended
- the revised Vietnam Era Veterans Readjustment Assistance Act of 1974.

We will foster a general understanding of and sensitivity to the problems of persons with disabilities to provide meaningful employment and advancement opportunities.

### Individuals Covered by the Acts

The ADA and Rehabilitation Act protects qualified individuals with disabilities in their efforts to secure, retain, or advance in

employment, whether or not they have previously been identified as disabled. The Readjustment Assistance Act assures the Vietnam era veterans that employers will offer them employment opportunities with the likelihood for advancement.

### How to Receive Consideration

Employees and applicants who believe themselves covered by the regulation and who wish to receive consideration under our affirmative action program are invited to, at their own discretion, identify themselves as disabled or a veteran through their:

- supervisors
- Human Resource representatives, or
- the EOP staff

The information submitted will be considered confidential and will be used only as required to meet the provisions of the Acts. Refusal to provide the information will not subject any employee or applicant to adverse treatment. Employees and applicants are also protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Act.

### Assured Success

To assure the success of our policy and our continued compliance with applicable laws and regulations, supervisors are reminded that it is the responsibility of each of us to provide equal employment opportunities for qualified persons with disabilities and Vietnam era veterans.

## COMMITMENT AND SUPPORT

Overall administration and monitoring of the program has been delegated to Anne B. Thomas, Director of Equal Opportunity Programs (EOP) and her staff. The EOP office is located at 1821 Roma, NE 277-5251.

I am personally committed to the full implementation of all aspects of this policy. I ask that each of you join with me in this commitment and that we work together to ensure a positive and productive environment for all University Campuses.

*Richard E. Peck*

Richard E. Peck  
President



ALBUQUERQUE AREA EDUCATIONAL/COMMUNITY HIRING SOURCES  
KNME-TV

Director  
Placement Office  
Southwest Indian Polytechnic  
Institute  
P.O. Box 10146  
Albuquerque NM 87125-6567

Area Personnel Officer  
Bureau of Indian Affairs  
Branch of Personnel Mgmt.  
Albuquerque Area Office  
P.O. Box 226567  
Albuquerque NM 87125-6567

Director  
Bureau of Indian Affairs  
Southern Pueblos Agency  
Vocational Training Program  
P.O. Box 1667  
Albuquerque NM 87103

Director  
Native American Studies Center  
University of New Mexico  
1812 Las Lomas NE  
Albuquerque NM 87131

Cari W. Chavez  
National Indian Youth Council  
Training Program  
318 Elm SE  
Albuquerque NM 87102

Director  
Five Sandoval Indian Pueblos  
P.O. Box 580  
Bernallillo NM 87004

President  
National Organization for  
Native American Women  
New Mexico Chapter  
P.O. Box 7786  
Albuquerque NM 87196

President Ty Dins  
Albuquerque Vietnamese Association  
P.O. Box 40141  
Albuquerque NM 87196

President Oudom Xoumpholphakdy  
Lao Association  
9018 Candelaria NE  
Albuquerque NM 87112

Director  
Afro-American Center  
University of New Mexico  
1130 Mesa Vista Hall  
Albuquerque NM 87131

President  
NAACP-West Mesa Branch  
P.O. Box 150606  
Rio Rancho, NM 87154

President  
National Council of Negro Women  
P.O. Box 21001  
Albuquerque NM 87154

Director  
Eugene Field Association  
1025 Broadway SE  
Albuquerque NM 87102

Director  
East Central Multi-Service Center  
P.O. Box 1293  
Albuquerque, NM 87103

State Director, Max Martinez  
LULAC  
101 Juniper Hill Place NE  
Albuquerque NM 87122

Mary Molina Mescall  
Hispanic Roundtable  
3208 Calle de Estrella NW  
Albuquerque NM 87198

Director  
Image de Albuquerque  
P.O. Box 80022  
Albuquerque NM 87198

Director  
Hispanic Student Services  
University of New Mexico  
1153 Mesa Vista Hall  
Albuquerque NM 87131

President  
American GI Forum of Albuquerque  
621 Gabaldon NW  
Albuquerque NM 87104

President Mary Molina Mescall  
Mujeres de LULAC  
P.O. Box 2203  
Albuquerque NM 87103

President  
Mexican American Women's Association  
P.O. Box 40580  
Albuquerque NM 87106

Executive Director  
New Mexico Commission on the Status  
of Women  
4001 Indian School NE, Suite 220  
Albuquerque NM 87110

Director  
YWCA Career Services Center  
7201 Paseo del Norte NE  
Albuquerque NM 87113

Director  
Catholic Social Services  
P.O. Box 25405  
Albuquerque NM 87125

General Manager  
Work Unlimited  
City of Albuquerque  
1701 Fourth St SW  
Albuquerque NM 87102

Director TV-I Industrial Relations  
525 Buena Vista SE  
Albuquerque NM 87125

Lola Lestrack  
Department of Labor  
Employment Security Division  
501 Mountain Road NE  
Albuquerque NM 87102

Director  
Albuquerque Skill Center  
1700 Barelans SW  
Albuquerque NM 87102

Executive Director  
Paralyzed Veterans of America  
833 Gibson SE  
Albuquerque NM 87102

Wendy Adler  
Career Planning  
College of Santa Fe  
Santa Fe NM 87501

Director of Personnel  
Veterans Administration/Disabled  
American Veterans  
Federal Office Building  
500 Gold SW  
Albuquerque NM 87105

Art Lopez  
AARP-SCSEP  
2116 Hinkle SE  
Albuquerque NM 87102

Director  
Career Services for the Handicapped  
4401-3A Lomas NE  
Albuquerque NM 87110

Lee Martinez  
Division of Vocational Rehabilitation  
2929 Coors Rd NW  
Albuquerque NM 87120

Director  
Department of Vocational  
Rehabilitation  
300 San Mateo NE Suite 220  
Albuquerque NM 87108

NATIONAL MINORITY HIRING SOURCES - KNME-TV

Notification of job openings are sent to the following entities:

Assn. of Latin-Americans in Communications,  
Inc.  
315 Mt. Vernon St.  
Lawrence, MA 01843

National Office of Samoan Affairs  
1855 Folsom Street  
San Francisco, California 94103

Maga Link Productions Network  
1272 South Bronson Ave.  
Los Angeles, California 90019

Latino Consortium  
c/o KCET-TV  
4401 Sunset Blvd.  
Los Angeles, California 90019

National Asian-American Telecommunications  
Assn.  
346 Ninth Street, Second Floor  
San Francisco, California 94103

Concerned Media Professionals  
P.O. Box 44034  
Tucson, Arizona 85733

Confederated Tribes Telecommunications  
Project  
Box 584  
Warm Springs, Oregon 97761

Navajo Tribal Council  
P.O. Box 308  
Window Rock, Arizona 86515

Career Planning Office  
Alabama A&M University  
P.O.Box 284  
Normal, Alabama 35762

National Council of LaRaza  
810 1st St. NE #300  
Washington, D.C. 20002-4272  
Attn: Michelle Waldron

University Placement Services  
Bowling Green State University  
Bowling Green, OH 43402

Career Planning Office  
Norfolk State University  
2401 Corprew Avenue  
Norfolk, Virginia 23504

ETV Newsletter  
PO Box 597  
Ridgefield, Connecticut 06877-0597

NM Advertising Federation  
PO Box 35972  
Albuquerque, New Mexico 87176  
Attn: Valerie Clement

Native American Broadcasting  
Consortium, Inc.  
Box 83111  
Lincoln, Nebraska 68501

The Employment Clearing House  
Minority and Special Services  
Department  
National Association of Broadcasters  
1771 N Street, N.W.  
Washington, D.C. 20036

Corporation for Public Broadcasting  
Human Resources Development  
901 E St. NW.  
Washington DC 20004-2037

Media Line  
National Black Media Coalition  
38 New York Avenue NE  
Washington DC 20002

Blackfeet Media  
PO Box 1435  
Browning, Montana 59417

Asian-Pacific American Media Watch  
1010 S. Flower #302  
Los Angeles CA 90015

Classified Communication  
PO Box 15875  
Panama City, CA 32406-05875

EMPDATA.XLS

KNME-TV EMPLOYMENT VS. LABOR MARKET INFORMATION\* FOR ALBUQUERQUE, NM AS OF 1/15/93

	ALBUQUERQUE LABOR FORCE NUMBER	%	FULL-TIME EMPLOYEES NUMBER	%	TOTAL EMPLOYEES NUMBER	%
TOTAL	243,502		64		106	
WOMEN	112,992	46.4	32	50.0	46	43.4
BLACK	5,678	2.3	0	0.0	2	1.9
HISPANIC	83,120	34.1	13	20.3	19	17.9
ASIAN/PAC. ISLAND	3,339	1.3	0	0.0	0	0.0
AMERICAN INDIAN	6,973	2.9	0	0.0	1	0.9
TOTAL MINORITY	99,110	40.7	13	20.3	22	20.7

\* SOURCE: 1990 CIVILIAN LABOR FORCE BY MAJOR OCCUPATIONAL GROUP, RACE AND HISPANIC ORIGIN  
1990 CENSUS EEO FILE, METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS, NOVEMBER 1992  
SEE KNME-TV ANNUAL EMPLOYMENT REPORT FOR JANUARY 15, 1993

Approved by OMB  
3060-0084  
Expires 4/30/93

UNITED STATES OF AMERICA  
FEDERAL COMMUNICATIONS COMMISSION

**Ownership Report  
For Noncommercial Educational Broadcast  
Station**

Public reporting burden for this collection of information is estimated to average 4 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to Federal Communications Commission, Office of Managing Director, Washington, DC 20554, and to the Office of Information and Regulatory Affairs, Office of Management and Budget, Paperwork Reduction Project (3060-0084), Washington, DC 20503.

INSTRUCTIONS

1. This report is to be filed as follows by noncommercial educational TV, FM, or AM broadcast stations (See Section 73.3615 of the Commission's Rules.)
  - (a) By licensees with the application for renewal of station license. Licensees with current unamended Ownership Reports on file at the Commission may so indicate on their renewal applications and be relieved of the obligation to file a new Ownership Report.
  - (b) By licensees or permittees within 30 Days after the consummation, pursuant to Commission consent, of a transfer of control, or an assignment of license or the grant of an original construction permit.
  - (c) By licensees or permittees within 30 days after changes in the information called for by this form.
  - (d) File one copy with the Federal Communications Commission, Washington, D.C. 20554. If information submitted is equally applicable to each station above listed, one report may be filed for all such stations; otherwise a separate report shall be filed for each station.
  - (e) This form is to be filled out completely when filed pursuant to (a) and (b) above. When filled out pursuant to (c), changes only need be noted.
2. Any contract or modification of contract relating to the ownership, control, or management of the licensee or permittee must be filed with the Commission, as required by Section 73.3613 of the Rules. Attention is directed to the fact that Section 73.3613 requires the filing of all contracts of the types specified and is not limited to executed contracts but includes options, pledges, and other executory agreements and contracts relating to ownership, control, or management.
3. This form should be used to report all types of transactions concerning agreements and voting control.
4. If the licensee or permittee is directly or indirectly controlled by another entity, a separate Form 323E should be submitted to report changes in the officers and directors of such entity.
5. This form is not to be used to report or request a transfer of control or assignment of license or construction permit (except to report a transfer of control or assignment of license made pursuant to prior Commission consent). The appropriate forms for use in connection with such transfers or assignments are FCC Forms 314, 315, and 316. It is the prime responsibility of the licensee or permittee to determine whether a given transaction constitutes a transfer of control or an assignment.
6. The official title of the respondent must be an officer of the licensee or permittee corporation or association, or in case of a governmental or public educational agency, a duly authorized administrative representative thereof.

FOR COMMISSION USE ONLY

File No.

Name of Applicant Regents of the University of  
New Mexico and the Board of Education of  
the City of Albuquerque, New Mexico

Telephone No. (Include Area Code) 505 277-2121

1. All of the information furnished is reported as of

April 15, 1993

(date must comply with Section 73.3615(e) when box 1(a) below is checked)

This report is filed pursuant to instruction (Check One)

1(a) ☒ Renewal

(b) ☐ Transfer of Control,  
Assignment of License, or  
Construction Permit

(c) ☐ Change of prior report, for the following stations:

Call sign KNME-TV

Type of station Educational Television

Location 1130 University Blvd. NE

City

Albuquerque

State

NM

2. List all contracts and other instruments set forth in Section 73.3613 of the Commission's Rules and Regulations

Description of contract or instrument

1. Joint Powers Agreement
2. PBS Station Users Agreement

Name of person or organization with whom contract is made

1. Regents of the University of New Mexico and the Board of Education of the City of Albuquerque, NM
2. Public Broadcasting Service

Date of execution

1. April 24, 1978
2. September 6, 1974

Date of expiration

1. Indefinite term
2. Automatic Renewal

3. Is the governing board directly or indirectly under the control of another entity?  
☐ Yes ☒ No

If "Yes", give name and nature of entity

4. Show the interests in any other broadcast station of the licensee or permittee, or any of its officers, members of the governing board, and holders of 1% or more ownership interest, if any.

The University is the licensee of KUNM (FM) Albuquerque; the Board of Education is licensee of KANW (FM), Albuquerque

5. Give the following information as to applicant's officers, members of governing board, and holders of 1% or more ownership, if any.

Name and Residence	Office Held	Citizen-ship	Principal Profession/ Occupation	By Whom Appointed Or Elected
<b>Board of Regents, University of New Mexico</b>				
Brazil, Barbara G. Albuquerque NM	Member	USA	Public Relations Professional	Appointed by Governor
Ramo, Roberta Cooper Albuquerque NM	Member	USA	Attorney	Appointed by Governor
Gallegos, J.E. Santa Fe NM	Secretary/ Treasurer	USA	Attorney	Appointed by Governor
Hecker, S. S. Los Alamos, NM	Vice- President	USA	Scientist/Manager	Appointed by Governor
Melendres, Arthur D. Albuquerque NM	President	USA	Attorney	Appointed by Governor
Samberson, C. Gene Lovington NM	Member	USA	Attorney	Appointed by Governor
Rembe, Penny Taylor Albuquerque NM	Member	USA	Retail Business	Appointed by Governor
<b>Board of Education, City of Albuquerque, NM</b>				
Delayo, Leonard J. Albuquerque NM	President	USA	Attorney	Elected
Garcia, Pauline J. Albuquerque NM	Vice- President	USA	Credit Consultant	Elected
Martin, Mary Lee Albuquerque NM	Secretary	USA	Community Volunteer	Elected
Gallegos, Diego D. Albuquerque NM	Member	USA	Education	Elected
Lopez, Aggie Albuquerque NM	Member	USA	Co-Owner, Plumbing/Heating Business	Elected
Patterson, Don Albuquerque NM	Member	USA	Owner, Garage Door Company	Elected
Rothanbargar, Bill Albuquerque NM	Member	USA	Retired/Travel Consultant	Elected

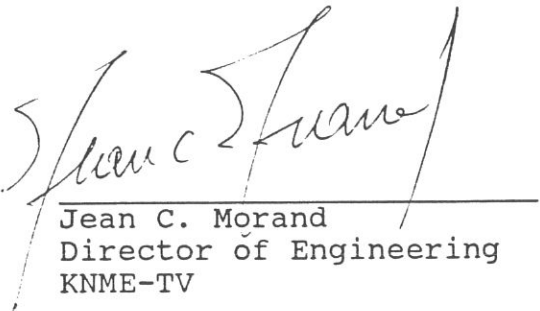
RF RADIATION EXHIBIT ATTACHED

KNME-TV PARAMETERS ARE:

1. ERP: 14.2 DBK                      26.3 KW Peak  
              4.2 DBK                      2.63 KW Peak
2. Antenna:     Harris TAB-41 4 Bays
3. Center of Radiation:        60.6 M     198.8 Feet
4. Site:     Forest Service restricted transmission site - No  
              fence in immediate vicinity of tower. Fence planned by  
              Forest Service to encompass electronic site.

Narrative:

All stations, KANW-FM, KUNM-FM and KNME-TV contributing radiation at the KNME-TV site proper are under the same joint ownership and have oral agreement to reduce power when work is done on the tower. The area is posted with appropriate radiation signs - access road to the area is barred by a locked gate.



\_\_\_\_\_  
Jean C. Morand  
Director of Engineering  
KNME-TV